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**Relation between
employee
engagement and
reward**

**Guidelines for Female
Leaders**

Reward is NOT enough

Company A

Reward Focus Share Scheme

Share scheme under water

Company B

Reward Focus Large Profit Share Incentive Bonuses

Financial performance poor

Company C

Top Compensation

No Options

No Bonuses

If you want to build a ship, don't drum up the people to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea."

-Antoine De Saint-Exupery,
Author of The Little Prince

What makes a difference?



Employee
Engagement

- I love my job
- Proud of my company
- I need to learn and grow
- I need to be respected
- I can make a difference

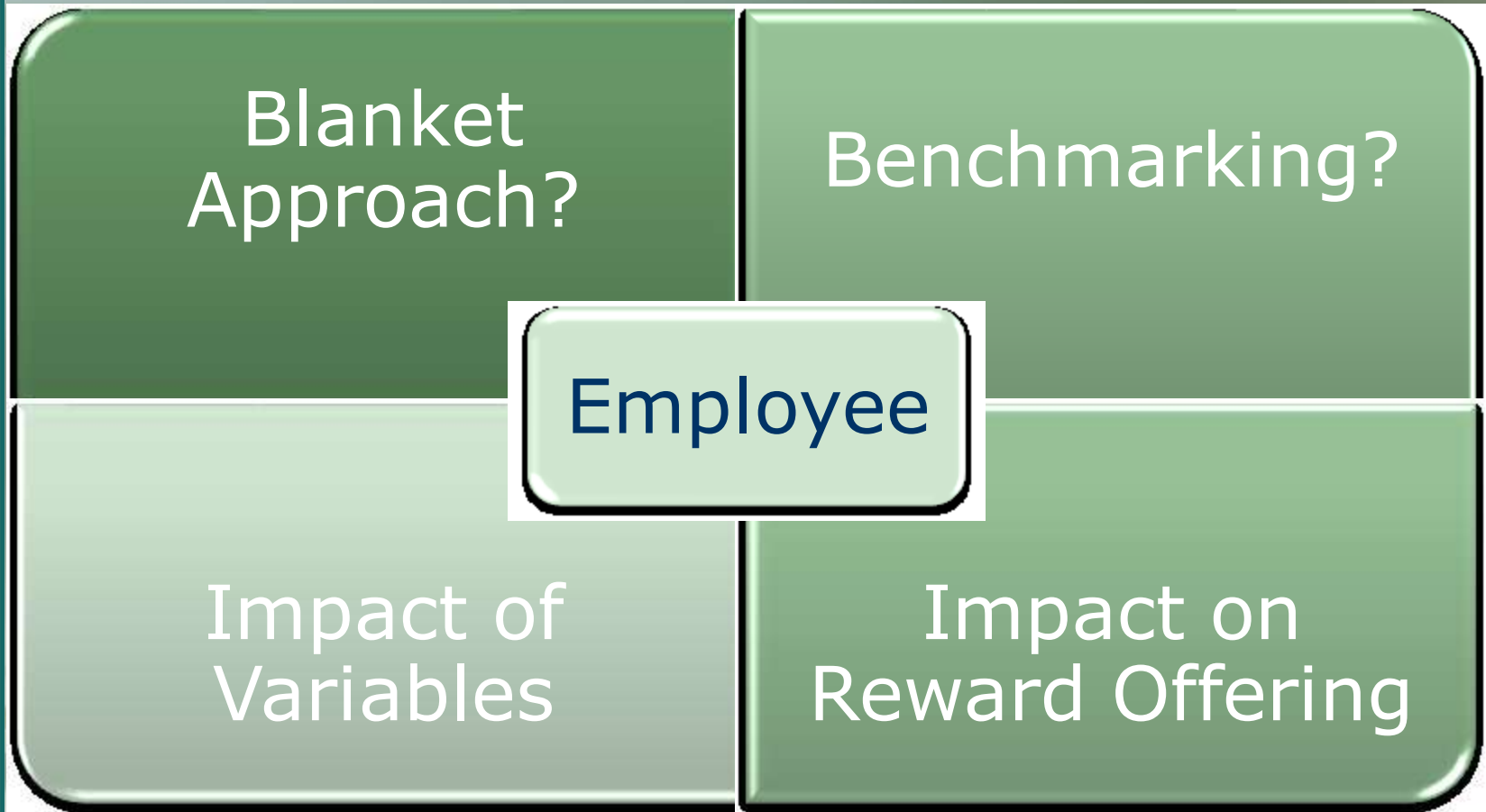
Employee
Satisfaction

- I like my office
- Great office parties
- Another training session!
- I cannot make a difference

Measuring Employee Engagement



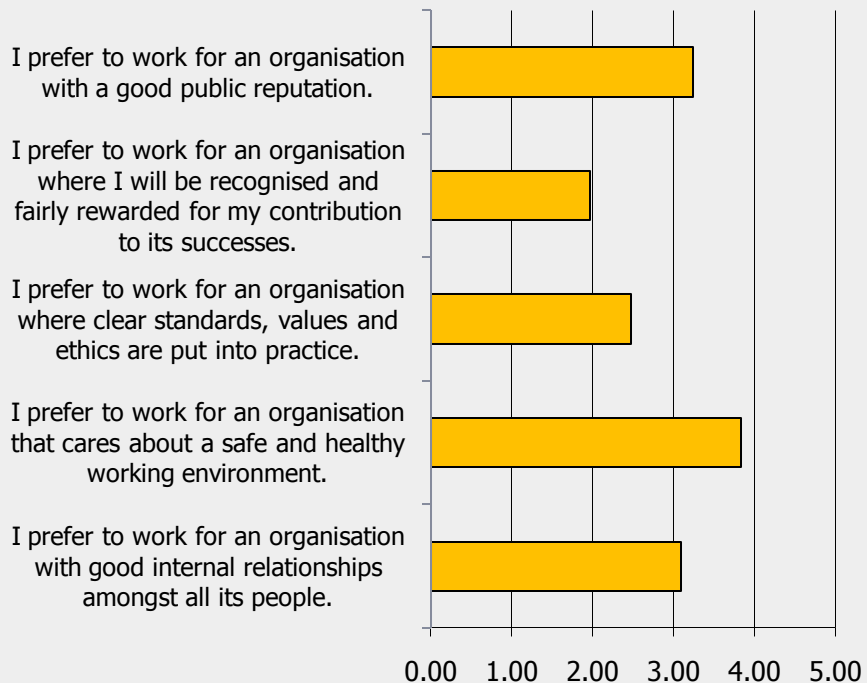
Measuring Employee Engagement



Case Studies- Employee Expectations

COMPANY A:

In WORKING FOR ANY ORGANISATION how would you rank the following five statements according to your own preference? [1 equals the most important and 5 equals the least important]



COMPANY B:

In WORKING FOR ANY ORGANISATION how would you rank the following five statements according to your own preference? [1 equals the most important and 5 equals the least important]



Case Studies- Employee Experience

COMPANY A:

Think about your **CURRENT ORGANISATION** and indicate to what extent you agree or disagree with the following five statements:



COMPANY B:

Think about your **CURRENT ORGANISATION** and indicate to what extent you agree or disagree with the following five statements:



Critical Success Factors

○ **Measuring:**

- Ensure that employees understand it is a **leadership** initiative
- Ensure that employees believe the measurement will **result** in changes
- Manage **expectations**

○ **Results:**

- **Communicate** results
- **ACT** on results

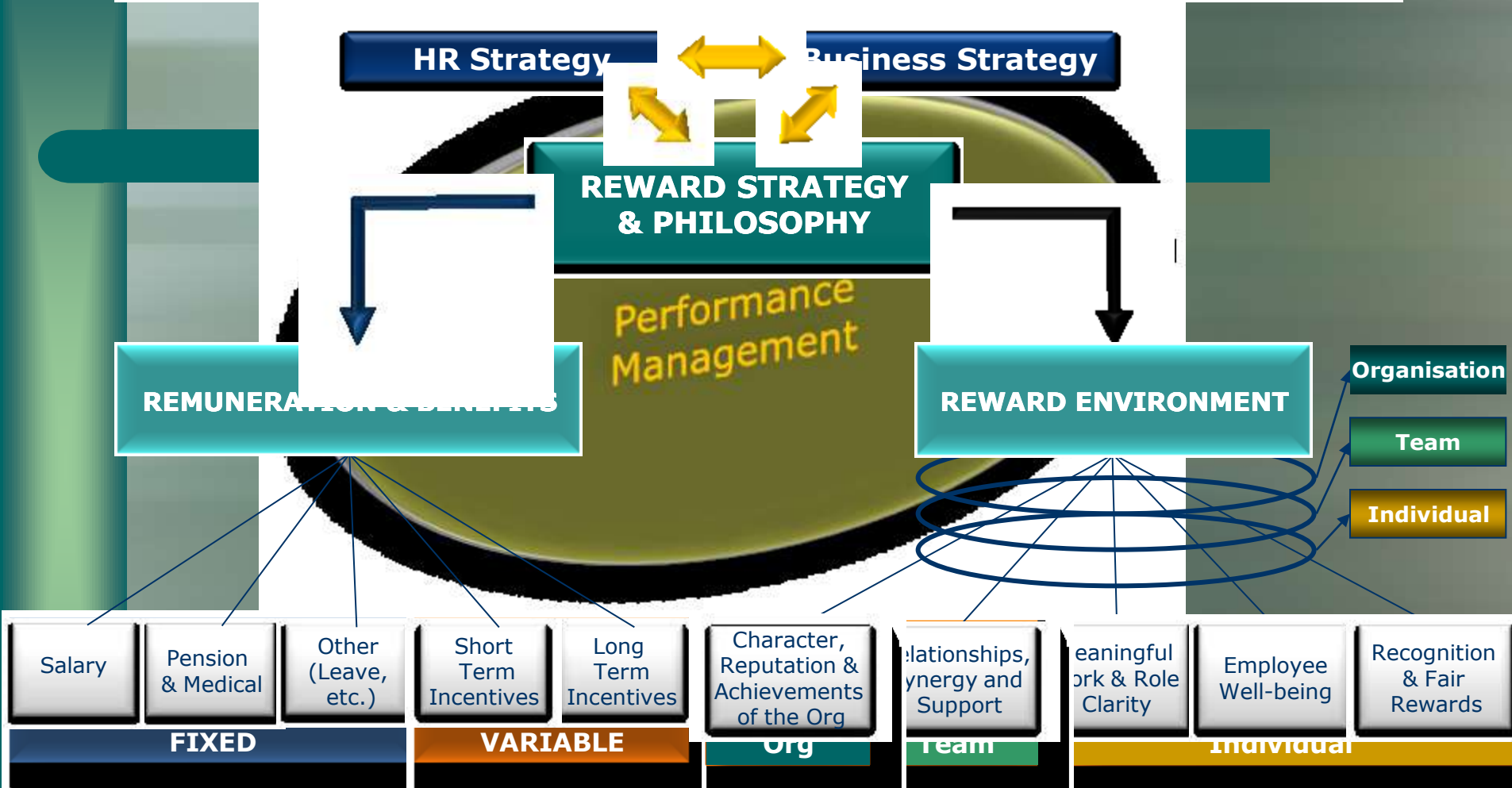
The Link – Engaged Employee Characteristics

- Committed to learning to make success
- Wants to be performance measured
- Wants to do work that is meaningful
- Wants to be fairly rewarded
- Wants to contribute to decision-making
- Wants leadership that encourages career growth
- Wants organisation with good values and ethics

The Result:



TOTAL REWARDS MODEL



The challenge to truly **engage** your workforce lies in creating a **balance** between the **Remuneration and Benefits** offering and a **Reward Environment** where employees are **recognised** as “whole people”, where they feel **valued** and where they can **grow and develop** within a team and organisational environment that is healthy and attractive.

Female Reward Statistics

Gender Analysis by Job Grade at 20 March 2010

Paterson Modern: E Lower

Number of Survey Jobs: 109

Market Sample: 7,381

Gender	% Distribution within 1 st Quartile	% Distribution within 2 nd Quartile	% Distribution within 3 rd Quartile	% Distribution within 4 th Quartile	% Distribution within Total Sample
Male	17.3	19.7	20.6	22.1	79.7
Female	7.7	5.3	4.4	2.9	20.3

Female Reward Statistics

Gender Analysis by Job Grade at 20 March 2010

Paterson Modern: E Upper

Number of Survey Jobs: 26

Market Sample: 1,091

Gender	% Distribution within 1 st Quartile	% Distribution within 2 nd Quartile	% Distribution within 3 rd Quartile	% Distribution within 4 th Quartile	% Distribution within Total Sample
Male	20.4	21.8	22.8	23.3	88.3
Female	4.6	3.2	2.2	1.7	11.7

Female Reward Statistics

Gender Analysis by Job Grade at 20 March 2010

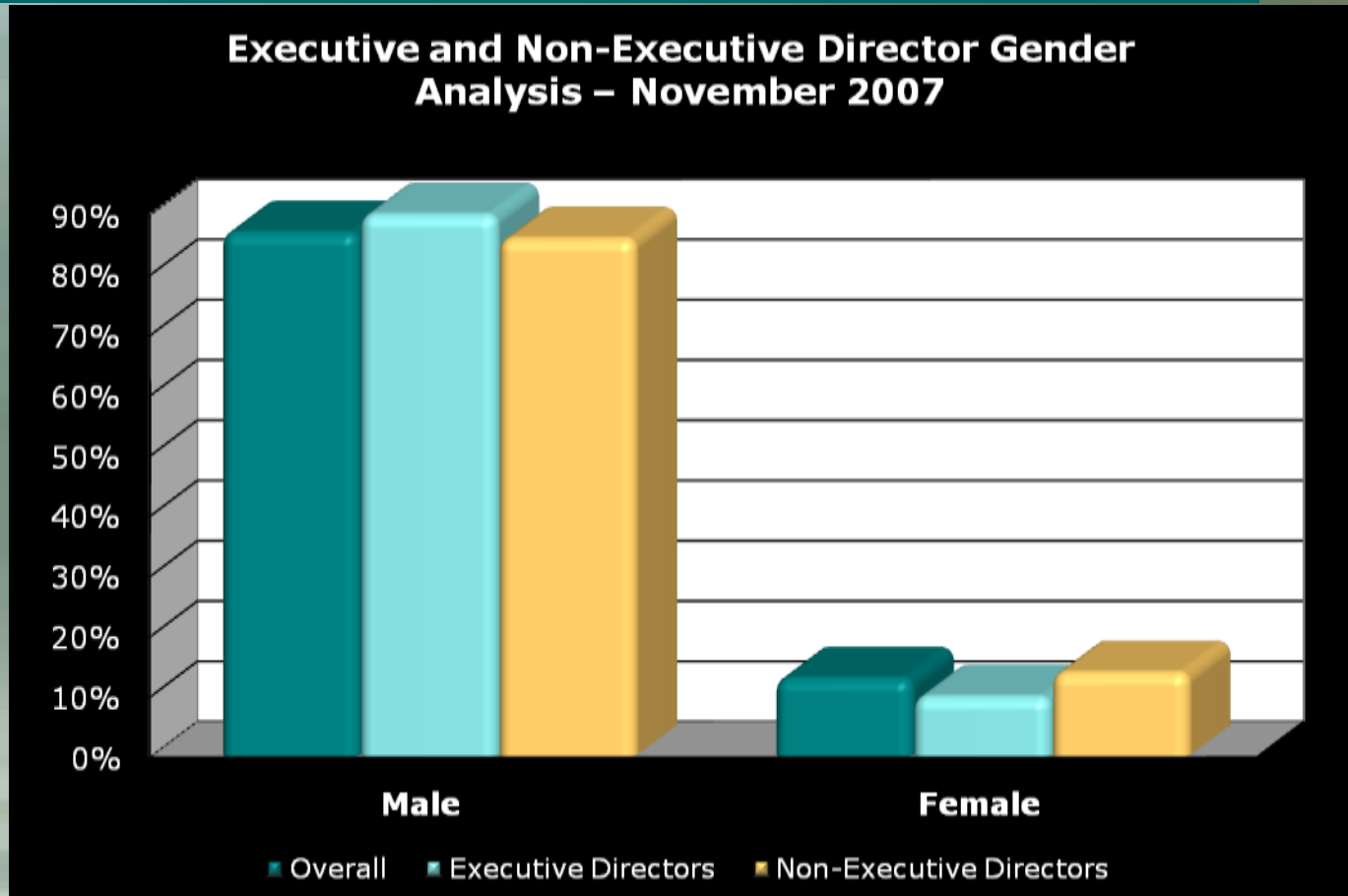
Paterson Modern: F Lower

Number of Survey Jobs: 12

Market Sample: 417

Gender	% Distribution within 1 st Quartile	% Distribution within 2 nd Quartile	% Distribution within 3 rd Quartile	% Distribution within 4 th Quartile	% Distribution within Total Sample
Male	21.6	22.3	22.3	22.8	89
Female	3.4	2.9	2.6	2.2	11.1

Female Reward Statistics



Conclusion

